

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

MICHAEL R. BUTTRAM, A SOLE  
PROPRIETORSHIP d/b/a BLUE DOT  
MECHANICAL INSULATION and/or BLUE  
DOT INSULATION CO.

and

Case 8-CA-38708

INTERNATIONAL ASSOCIATION OF HEAT  
AND FROST INSULATORS AND ALLIED  
WORKERS, LOCAL #41, a/w  
INTERNATIONAL ASSOCIATION OF HEAT  
AND FROST INSULATORS AND ALLIED  
WORKERS

**ORDER**

On January 12, 2011, Administrative Law Judge Arthur J. Amchan of the National Labor Relations Board issued his Decision in the above-entitled proceeding and, on the same date, the proceeding was transferred to and continued before the Board in Washington, D.C. The Administrative Law Judge found that the Respondent has engaged in certain unfair labor practices and recommended that it take specific action to remedy such unfair labor practices.

No statement of exceptions having been filed with the Board, and the time allowed for such filing having expired,

Pursuant to Section 10(c) of the National Labor Relations Act, as amended, and Section 102.48 of the National Labor Relations Board Rules and Regulations, the Board adopts the findings and conclusions of the Administrative Law Judge as contained in his Decision, and

orders that the Respondent, Michael R. Buttram, A Sole Proprietorship d/b/a Blue Dot Mechanical Insulation and/or Blue Dot Insulation Co., its officers, agents, successors, and assigns, shall take the action set forth in the recommended Order of the Administrative Law Judge.

Dated, Washington, D.C., February 23, 2011.

By direction of the Board:

Henry S. Breiteneicher

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Associate Executive Secretary